



Primary Care Network OT (Special Interest - Mental Health) Band 7
Baywide Primary Care Network Torbay
Job Description/Person Specification

Job Title: Primary Care Occupational Therapist

Responsible to/ Accountable to: PCN Clinical Director/Lead ACP

Hours of work:

Salary: To be determined by the Primary Care Employer (*note: the role outline is based on indicative AfC Band 7*).

As an OT with a special interest in Mental Health, you would be part of a service which aims to increase Mental Health capacity and expertise within our Primary Care Network (PCN). As our PCN grows, you will take a key role in this new transformative approach to providing Mental Health Care.

You will need to be flexible and responsive according to the needs of the service and be able to work as part of the wider PCN team across Torbay, having responsibility for the provision of assessments, interventions and education.

You will be expected to collaborate with other health care professionals including GP's, Practice Nurses, Secondary Care practitioners and third-party organisations.

Job Scope:

This post requires an Occupational Therapist who is highly specialised and can work at an advanced level of practice within primary care, utilising their in-depth, expert knowledge, clinical skills, and experience at a senior level, in the management of patient's, groups and communities' occupational participation needs for example in home and health management, education, work, social participation and leisure activities.

The post holder will provide personalised, biopsychosocial occupational therapy interventions from initial clinical assessment, diagnosis, intervention, and evaluation for agreed patient groups such as older adults, adults with mental health problems and those with vocational needs.

They will provide high level, complex clinical decision-making, and expert care for patients within primary care alongside a comprehensive understanding of how to implement appropriate risk assessment for undifferentiated diagnoses and clinical red flags, including when alternative input is required.

They will work collaboratively with the primary care multi-disciplinary team (MDT) across pathways and systems, including digital delivery, to meet the needs of patients and carers,



support the delivery of policy and procedures, and provide occupational therapy leadership across clinical practice, education, and research.

Key duties and responsibilities:

1. To provide support with overall management of referrals, providing timely screening, triage and trusted assessments for patients with a wide range of mental disorder.
2. To be personally responsible and professionally accountable for a delivering a range of evidenced based psycho-social interventions for a specific case list.
3. To work in collaboration with our partner agencies and the MDT to provide a range of interventions to support service users to stay well within their local communities including psychological, social prescribing and medication advice and management
4. To work with patients and carers using evidenced based tool to inform care planning to support engagement with treatment and appropriate services.
5. To support family and carers with the management of risk and to escalate all risk concerns as required ensuring that there is clear communication of risk to all involved with care.
6. To work collaboratively with colleagues within the PCN using shared decision making to ensure safe and effective discharge planning or onward referral. This may include onward referral to secondary care, signposting to social prescribers, third sector partners, voluntary services or community based groups. To ensure that all planning is shared with those involved with the care in a timely manner.
7. To develop a close relationship with Primary Care practices with the PCN, attending practice meetings, secondary care meetings and effective communication
8. To take part in range of MDT governance, development and clinical meetings.
9. Significant knowledge, awareness and understanding of Mental Health Law, including legislation of particular relevance to the community sector including the Community Care Act (2015) treatment legislation

Administration and professional responsibilities

1. Demonstrate high standards of personal and professional development, actively participating in mentoring and supervision to develop and share learning with colleagues, promoting peer review and best practice within the work environment, alerting other team members to issues of inequality, quality, and risk.
2. Contributes to and co-creates relevant audit processes, evaluating and implementing ongoing service change to order to and better meet local population need.
3. Maintains accurate, contemporaneous healthcare records appropriate to the consultation, ensuring accurate completion of all necessary documentation associated with patient health care and registration with the practice, and improving these systems where required.

Supervision

The postholder will have access to appropriate clinical supervision and an appropriate named individual in primary care to provide general advice and support on a day-to-day basis.

Personal Specification:

Qualifications:	
<u>Essential Requirements:</u> <ul style="list-style-type: none"> Registered mental health professional appropriate to the job role (occupational therapist). Evidence of post qualification training/education. Evidence of recent continued professional development. Mentorship or equivalent. 	<u>Desirable Requirements:</u> <ul style="list-style-type: none"> A commitment to completing quality improvement training.
Experience:	
<u>Essential Requirements:</u> <ul style="list-style-type: none"> Relevant clinical experience. Experience of working with people who have experienced serious ongoing mental health problems. Experience of undertaking assessments Experience of research based/reflective practice e.g. understanding and ability to use supervision to reflect on skills, attitude and knowledge and develop these by using evidence-based practice. Experience as a preceptor/mentor. Knowledge of relevant professional and clinical legislation. Ability to proactively and independently manage a workload. Experience of providing a range of clinical interventions, including triage and assessment, to people in the designated care group with a variety of health problems. 	<u>Desirable Requirements:</u> <ul style="list-style-type: none"> Previous experience of working within primary care Knowledge and experience of conducting audits Experience of developing and facilitating teaching programme for staff. Experience of working in a community mental health setting. Experience of psychological assessment and treatment of clients with a range of psychological needs of a complex nature in adult mental health. EMIS



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<ul style="list-style-type: none"> • Experience of working consultatively with professionals. • Experience of working in an MDT setting. • Experience of working with and addressing issues of diversity including experience of working within a multicultural framework. • Experience of using clinical and managerial supervision. • Experience of risk management and safeguarding 	
Knowledge:	
<p><u>Essential Requirements:</u></p> <ul style="list-style-type: none"> • An understanding of the relationship between primary and secondary care services. • Awareness of racial and diversity issues and factors affecting access to mental health care. • Knowledge of key legislation and guidelines in relation to statutory mental health responsibilities, including Safeguarding Adults, Young people and children. • An understanding of the stepped care model of delivery of psychological therapies for depression, anxiety and personality disorder. • Ability to provide quality care that is responsive to service user needs, without close supervision. 	<p><u>Desirable Requirements:</u></p> <ul style="list-style-type: none"> • Theoretical knowledge of psychopathology and the evidence base for the relevant treatment. • Knowledge of the theory of psychological models, such as CBT, DBT, or MBT.
Skills/Abilities	
<p><u>Essential Requirements:</u></p> <ul style="list-style-type: none"> • Highly developed verbal and written communication skills including communicating complex, highly technical and sensitive information to clients, their families and colleagues. 	<p><u>Desirable Requirements:</u></p> <ul style="list-style-type: none"> • Accredited practitioner skills in at least one model of psychological therapy. • Accredited nurse prescriber

<ul style="list-style-type: none"> • Ability to identify and employ mechanisms of clinical governance as appropriate and to support and maintain clinical practice in the face of regular exposure to highly emotive and/or challenging behaviour. • Effective IT skills. • Good organisational skills. • Skills in emotional resilience: able to cope in difficult interpersonal situations. • Self-aware, self-confident and intrinsically motivated to do a good job and to motivate others. 	<ul style="list-style-type: none"> • Ability to contribute to, monitor and implement changes and improvements to services. • Specialised clinical skills, e.g. group work, anxiety/anger management, family work skills
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